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DRAFT/OC-SFS/ [REDACTED] mjm (30 Jan 62)

MEMORANDUM FOR: Administrative Officer, OSI
Administrative Officer, OCSUBJECT : SIGINT/ELINT Specialist Positions
Office

1. To provide for improved management of SIGINT/ELINT personnel and an expanded rotation base for the career development of individuals assigned to such positions, planning is suggested (a) toward establishment of a new position title "SIGINT" in the Agency Personnel Position Register, and (b) development of an inter-office rotation plan which will, through on-the-job training, increase the versatility of CIA SIGINT/ELINT personnel by rotation through SIGINT/ELINT positions regardless of which office such positions may be posted. It follows that to provide for an inter-office SIGINT/ELINT career management program, establishment of some new mechanisms for the control of the personnel management aspects of this proposal may become necessary.

2. There are a number of personnel on-the-job training objectives which may be reached more easily if new SIGINT/ELINT position titles are established in the Agency Register. Some of these are:

A. Provision of a rotation pattern for SIGINT/ELINT analysts, collectors, and/or evaluators which will ensure their gaining experience in every facet of the SIGINT art;

B. Development of highly versatile SIGINT Specialists having the across-the-board skills necessary to do all aspects of complex electronic intercept. Across-the-board skills are particularly necessary where, for cover or other reasons, the number of personnel must be severely restricted; and

SECRET**DRAFT**

C. Development of an improved career to retirement program for SIGINT Specialists which will encourage their staying with this type work on a full career basis.

3. While the Office of Scientific Intelligence and the Office of Communications are the CIA Offices having a prime interest in the establishment of a new SIGINT personnel position title in the Agency Personnel Position Register, other offices have activities which could make good use of the proposed new title. These offices are: OOI, [REDACTED] CIA/NSA (useful for the assignment of CIA SIGINT personnel in the National Analysis Center), SIGINT field activities of the Office of Communications and SIGINT Headquarters and field activities of DFD. Opportunities for overseas assignments making use of the proposed SIGINT/ELINT personnel position can be found in [REDACTED]

25X1A

The functions under the SIGINT/ELINT positions outlined above include intercept operators, analysts, systems specialists and what might be termed SIGINT/ELINT generalists familiar with all aspects of the electronic intercept art including tracking. In all instances, the functions and responsibilities under these positions are of such a nature as to require qualification either by experience or training in scientific and engineering fields preferably coupled with experience and/or training in the SIGINT art.

X 4. One method suggested for consideration as a means of achieving the above objectives would be an agreement whereby the Office of Scientific Intelligence would be designated the Office responsible for the selection, recruiting, training, and assignment of SIGINT/ELINT personnel to meet the combined Agency needs. This arrangement could operate in

SECRET

essentially the same fashion as the case for the Offices of Security, Budget, Communications, Personnel, and other DD/S elements wherein all offices of the Agency state their requirements for personnel to man specific positions in their Tables of Organization. These accumulated requirements establish the total man power ceilings for these DD/S Offices. Similarly, all Offices having requirements for SIGINT/ELINT personnel in their annual staffing plans would specify the number and type of positions desired that OSI man for them. These accumulated requirements would provide the basis for OSI recruitment and training of SIGINT/ELINT specified personnel.

5. Establishment of a new "SIGINT" title in the Agency Position Register would be useful in other regards. Given the establishment of the "SIGINT" title, other sub-titles such as SIGINT (ELINT) Officer, SIGINT (COMINT) Officer, SIGINT (ELSUR [Electronic Surveillance]) Officer, and SIGINT (ELSEC [Electronic Security]) Officer positions would be of extreme interest and usefulness to OCU, The Office of Communications, and to [REDACTED] for a variety of personnel organization planning. While the latter SIGINT position is of prime interest to the Office of Communications in relation to its responsibility for studies in the radiation for communications devices, it is reasonable that a new position title of this latter type would also be of interest to the Office of Communications, [REDACTED]

6. It is requested that the addressees coordinate a review of the above proposals in order to develop a logical course which would permit joint action by the Office of Scientific Intelligence and by

SECRET

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the Office of Communications to obtain a new position in the Agency Position Register suitable for across-the-board administration of ~~SECRET~~ personnel. Your joint views on this matter are requested in order that the undersigned may prepare appropriate studies and requests for further administration action on this matter.

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Chief, ~~SECRET~~ & Special Projects Division/OSI

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Chief, ~~SECRET~~ Programs Staff, CC